

MAY 28 1918

Jv82+C494

VOL. XI.

MAY 24, 1918

NO. 3

THE CIVILIAN

A FORTNIGHTLY JOURNAL
DEVOTED TO THE INTERESTS
OF THE
CIVIL SERVICE OF CANADA

FEATURES

Amendments to Bill No. 53.
Victory in Sight.
Women's Column.
Outside Service Bonus.
Dominion Customs Association.
Civil Pay Restored in C.E.F.
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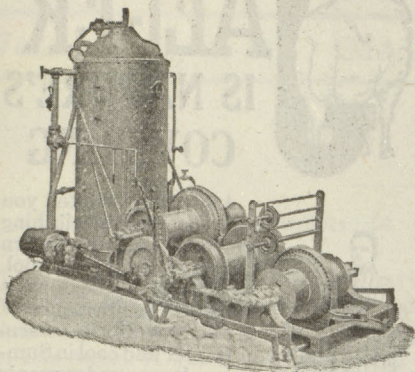
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THE CIVILIAN

VOL. XI.

MAY 24, 1918.

No. 3

The New Act

Amendments made in Committee.

At the time of writing the Civil Service Act, 1918, has been passed by the House of Commons and has been sent to the Senate. In this memo. it will therefore be called the Bill although it may be law when the article is published. Sections not mentioned have been passed without amendment.

In section 2, sub-section (a) has been dropped and sub-section (g) amended to read, "Civil Service" means and includes all officers, clerks or employees in the service of the Crown." Sections 9, 20 and 32 have been dropped, the last section being now No. 53. Bearing in mind, then, that all through the Bill "public" must read "civil" and that all sections after No. 8 have been re-numbered, these amendments and comments may be noted on the Bill as printed in the *Civilian* of April 26.

In section 2 (e) lines 5 and 6, the words "that part of the Civil Service" are deleted and the words "those officers, clerks and employees who are," are substituted. (g) is amended as stated above.

Attention is especially drawn to the largely increased duties of the Commission as outlined in section 4. This is a very important and far-reaching section.

Section 9 (formerly 10) has been amended as follows: on line 12, after the word "service," the words "such organization as far as possible to follow the same general principles in all branches of the Civil Service" are added. With this addition the section deserves close study. On it depends the future classification and organization of the Service. The intention clearly is to put the Service on a real business basis and when it is organized on that basis to "cause the officers, clerks and employees affected thereby to be re-classified," subject, of course, to the provisions of sub-sections (4) and (5) which preserve present rights as to salary and status.

Section 13 (formerly 14), sub-section (1) is amended to read: "The deputy head may at any time before the expiration of six months reject any person assigned or appointed to any position under his control or direction, or he may extend the period of probation within which such person may be rejected for another six months, and the cause of the rejection or the reason for extending the period of probation shall be reported by the deputy head to the Commission." This change makes it clear that the period of probation is not to be extended arbitrarily or without notifying the Commission. Sub-section (3), line 42, after the word "shall" insert "after investigation."

Section 14 (formerly 15), line 5, after "*ipso facto*" insert "be deemed to."

Section 15 (formerly 16), line 10, strike out "recommendation" and insert "request in writing." Line 11, after "head" add "giving his reasons for such request." Line 13, after "without," insert "competitive."

Section 16 (formerly 17), line 36, add "and the cause of such cancellation shall be reported in writing by the deputy head to the Commission and the person whose promotion is cancelled shall then return to the performance of the duties in which he was previously engaged."

Section 17 (formerly 18), line 5, before the first "the" add "the head of heads of the department or departments affected and of."

Section 20 (old number), dropped from the Bill.

Section 22 (formerly 24), line 39, "seven" to read "four."

Section 23, (formerly 25), line 43, after the second "the" insert "written."

Section 29 (formerly 31), lines 10 and 11, strike out the words "or from the receipt of his salary." Lines 20 and 21 (sub-section 2)

to read "All cases of suspension, with the reasons therefore, shall be reported in writing by the deputy head to the Commission."

Section 32 (old number) dropped from the Bill.

Section 31 (formerly 34) no change but oaths in schedule A and B referred to in section are amended—exact form not given.

Section 32 (formerly 35), lines 31 and 34, from "be guilty" to "and to" deleted.

Section 33 (formerly 36), now reads: "There shall be kept and used in each branch of the Civil Service a book, system or device approved by the Commission for preserving a record of the attendance of officers, clerks and employees."

Section 34 (formerly 37), line 3, "five" to read "two."

Section 36 (formerly 39), lines 38 and 39, delete words "competitors and" and after "appointments" add "transfers."

Section 37 (formerly 40), to read: "The Commission with the approval of the Governor in Council, may make such regulations as it deems to be necessary or convenient for carrying out the provisions of this Act, and such regulations shall be published in the *Canada Gazette*."

Section 38 (formerly 41), line 5, after "of" insert "commissions and other members of any royal or other commission or board and," and line 11 add: "Except as to the Inside Service and Commissions and Boards at Ottawa or elsewhere, all appointments to any position in any province shall, so far as practicable, be made from *bona fide* residents of such province."

Section 39 (formerly 42), sub-section (3), line 12, for "supply" insert "appoint" and sub-section (6), line 26, for "supplied" insert "appointed."

Section 42 (formerly 45), delete lines 18 and 19 and 40 and 41, on page 16, and lines 1 and 2 on page 17. Line 23, for "Ministers" read "heads" and on line 24, after "administrative", insert "professional, technical."

Section 43 (formerly 46), line 31, for "ten" read "nine."

Section 45 (formerly 48), line 44, add "but any person in either of these divisions may enter for examination for appointment to a higher division"; sub-section (3), for "person" read "persons," in line 1, and delete "therefore" in line 3.

Section 48 (formerly 51), lines 33 and 34, for "minister" read "head."

Section 51 (formerly 54), delete "decennial" in lines 18 and 26.

Schedules A and B, see section 31.

Some of these amendments, it is unnecessary to state which, as well as some of the new ideas in the Bill, were recommended by the Executive of the Civil Service Association of Ottawa. Other suggestions, for various reasons, were not included.

Broadly speaking, the Bill is acceptable to the Service. It is not perfect, nor if it were perfect could it rectify at once the anomalies and inequalities that have grown up in the Service during the last fifty years. The underlying principles of the Bill are sound. They have been tried in many countries and have proved their worth. Given a fair trial, they cannot fail here in Canada.

The Act of 1908 was a step in advance of the former Acts, while the Bill of 1918 is a still greater step towards Civil Service reform. It will be necessary to amend this Bill in the future, but only insofar as it is necessary to provide further for carrying out the same principles.

The Service looks forward with confidence to the carrying out of a business-like reorganization as provided in section 9, to the making of promotions for merit only by the Commission, to the direction of policy by the ministers and detail by the deputies, in short, to the new era when a fair day's work will command a fair day's pay.

CIVIL SERVICE CASUALTIES.

The death of FLIGHT LIEUT. H. J. ARNOLD, D.S.O., is referred to elsewhere in this issue.

CAPT. A. W. BLACK, who has now won the Military Cross, has been wounded three times.

CO. SERGT. MAJ. GEORGE TYRELL, 58th Battalion, died of wounds in hospital at Dustan, Northampton, Eng., on May 7th. He belonged to the Post Office Dept. staff and enlisted with the 207th Battalion. He was in his thirty-seventh year and leaves a widow, daughter, mother and several brothers and sisters.

S. W. CORBETT, C.A.M.C., killed in action, was a Toronto letter carrier. He was a native of Enniskillen, Ireland, where his only sister resides.

ARNOLD HODGKINSON, a Public Works man, who went overseas with a 75th Battery draft, was gassed at Passchendaele. He has three brothers overseas.

J. E. LAUZON, an Ottawa letter carrier, who was a corporal in the 207th Battalion but transferred to the Princess Pat's, was gassed on April 9th and has since been seriously ill with bronchial complications. He has temporarily lost his voice.

LIEUT. B. W. HARMON, M.C., D.C.M., etc., one of the most noted of civil service soldiers in the C.E.F., is listed as missing.

M. MAISONNEUVE, of Montreal general post office staff, has been wounded in the hip.

A. W. R. MOXON, wounded, is a clerk of the Ottawa city post office and enlisted with the Signallers. He was a N.C.O., but reverted to get to France.

OUR DECORATIONS WON.

The Military Cross has been awarded to Captain Arthur William Black of Ottawa, now in hospital in England with his third wound. A cable says that the decoration is "for leading an attack against the enemy, who were using flammenwerfer, although wounded, and completely restoring the situation."

News is also received that Flight Lieut. J. E. Pugh, of the Royal Flying Corps, has received the Military Cross. Lieut. Pugh belongs to the Indian Affairs staff at Edmonton and went to the front as a N.C.O. in the 49th Battalion. He has been flying at the front since October last. His older brother, serving with the 3rd C.M.R., was killed and a younger brother, who took Lieut. J. E. Pugh's place at the Edmonton Agency, has also joined the R. C. F.

A MAKER OF SOLDIERS.

Colonel S. Maynard Rogers, appointed commandant at Valcartier, is a civil servant, being superintendent of the Dominion park at Jasper, Alta. He has been in the Militia for many years and formerly commanded the 43rd D.C.O.R. of Ottawa.

On August 16th, 1914, he was appointed C.O. of the 8th Battalion, C.E.F., ("Little Black Devils" of Winnipeg), took the unit to England and commanded it until January 31st, 1915, when he was placed in charge of all Canadian troops at Salisbury Plain and of Kidworth Depot.

In June, 1915, he was made commander of the Canadian forces at St. Martin's Plains. In January, 1916, he was appointed to the command of the 10th Training Brigade and subsequently organized and commanded the 5th and 7th Training Brigades. He became full Colonel in September, 1915.

Recalled to Canada as Senior Staff Officer (G.S.O.,1) to co-ordinate training systems, he was sent to France with Sir John Carson on inspection of Canadian units there. Subsequently he accompanied General Lessard on inspection tours in England and France.

Few officers have had such varied and successful experiences in raising and training troops for active service and the appointment of Colonel Rogers to the Valcartier command appears to be most appropriate.

WAR PERSONALS.

Eric Steele of the C.A.S.C., who died at Kingston on May 17th as the result of an accident, was a son of E. Y. Steele of Dept. of the Secretary of State.

Alex. Wilson, wounded, is a brother of R. W. Wilson, letter carrier, Toronto.

Extract from Order awarding Military Cross to Temporary Captain Lionel Montrose Dawson, M.D., of Ottawa (son of C. W. Dawson of Public Works), serving with the Royal Army Medical Corps:—"While acting as officer in charge of bearers, he searched and cleared the line during the advance, and during a counter-attack. He kept the regimental aid posts clear under trying circumstances, frequently going through a hostile barrage. He remained at his post for twenty-four hours without rest under heavy fire."

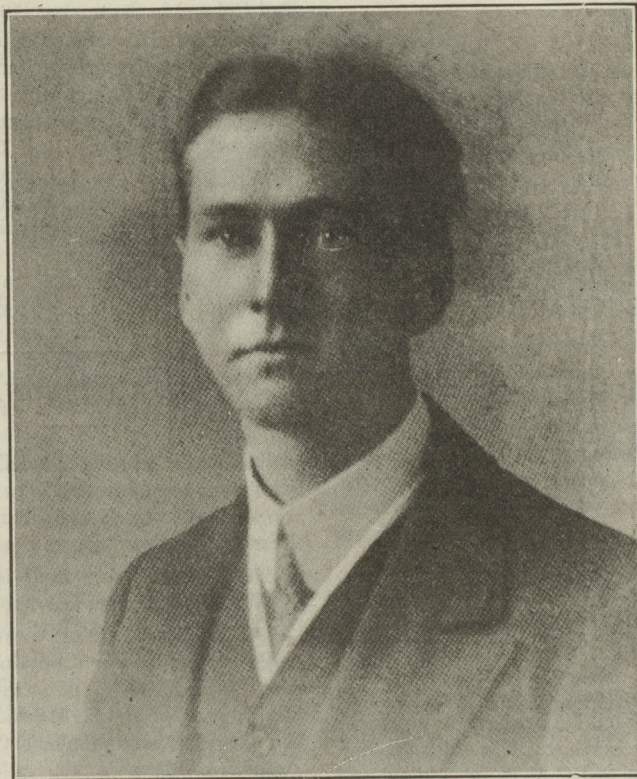
W. Ross Blyth, who won the Military Medal recently and received a congratulatory message from Gen. Lipsett, is one of the four brothers of Miss Helen Blyth, of the Census Office, who are fighting in France.

Death Claims One of Our Best

Flight Lieut. H. J. Arnold, D.S.O., was accidentally killed

News comes from England that Flight-Lieut. H. J. Arnold, D.S.O., of the Royal Naval Air Service, has been accidentally killed. No particulars of the accident are received.

Horwood James Arnold was one of the first civil servants from Canada to win distinction as an aviator in the war and one of the first, also, to win the decoration of the Distinguished



The Late Flight Lieut. H. J. Arnold, D.S.O.

Service Order. To those who knew him, his brilliant work in the air was no surprise. Before the war broke out, he had demonstrated the stuff that was in him.

Employed as an operator by the Radiotelegraphs Branch of the Department of the Naval Service, he was stationed at Triangle Island, on the British Columbia coast. When a great gale carried away the aerial halyards of the station, he "shinned" up the 200-foot mast and replaced them.

He was in his twenty-third year when news of the outbreak of war reached him at Ikeda, on the Queen Charlotte Islands. He "wirelessly" an application for the air service and was

directed to report in England at a certain date. To make connections, he crossed Hecate Strait and Queen Charlotte Sound alone in a 16-foot motor-boat.

Graduating from the training school, he was sent to the East Coast of Africa for service with the forces engaged in rounding up German raiders. When the famous "Konigsberg" took refuge up a crooked river, where the British ships could not see to fire at her, Arnold got his opportunity. The Admiralty announcement in the *Times* read as follows:—

Flight Commander Cull and Sub-Lieutenant Arnold were spotting on the 11th of July under fire in a biplane, when the enemy's fire damaged it so that it descended in a quarter of an hour from 3,200 feet to 2,000 feet. During this time no attempt was made to return to headquarters at Mafia, although it was obvious that this could not be done unless a start was made at once.

Flight Sub-Lieut. Arnold continued his spotting signals the whole time, and when, a quarter of an hour later, the machine was again hit and forced to descend, Flight Commander Cull controlled the machine and Flight Sub-Lieut. Arnold continued to send spotting corrections to the last, after warning the monitors that they were coming down and would endeavour to land near them. The aeroplane finally came down in the river, turning over and over. Flight Commander Cull was nearly drowned, but was assisted by Flight Sub-Lieut. Arnold, and both were rescued by a boat from the "Mersey".

This exploit, performed during the first year of the war, before the later wonderful developments of air-craft and air-flying, won Arnold his D.S.O. He was subsequently promoted, but further details regarding his later career have not been learned. His death removes one of the finest of Canada's civil servants in the fighting force of the Empire.

THE INSIDE SERVICE.

(By a Member of Executive of C. S. Assn. of Ottawa.)

While no one person can attempt to give the opinion of the Inside Service on the new Civil Service Bill (No. 53), it is evident to all who have made any study of Civil Service legislation that the bill is a great improvement on existing C. S. legislation. Under a properly constituted Commission, such as we have at the present time, this bill provides many opportunities for improvements in the Service.

Since 1908 the Inside Service has been under a Commission as regards appointments and promotions, and, with some exceptions, appointments and promotions have been on a merit basis. It is not my purpose to discuss these exceptions or the reasons therefor, but it is certain that under the new bill exceptions will be fewer and for more serious reasons. In short, the so-called merit system will prevail.

This does not mean that salaries will in all cases be larger, but it does mean a fair day's pay for a fair day's work. Much of the existing discontent in the Service, and out of it, is caused by the fact that salaries

vary greatly in different departments for the same class of work. A means of remedying this condition is now provided. True, it cannot be done in a few months, but it can and should be done in a few years.

The Commission and the deputy heads are given increased power, subject necessarily to the Governor in Council and to Parliament, which in the last analysis retains full control through its power to refuse supply. If this increased power is not wisely used the Commission and the deputy heads are subject to the Governor in Council and to Parliament and may be dismissed, or their power may be restricted.

Hence the Inside Service should, and I believe will, accept this bill as a step in the right direction. Time alone will tell how it will work out in practice. But if it provides for the people of Canada a Service as businesslike and competent as can be secured for carrying on the business of the country at a reasonable cost, it will be a boon alike to the people of Canada and their Civil Service. Administered in that spirit and accepted in that spirit, the bill can provide such service. So I believe that the Government and the Service can look forward to a new era in the Civil Service under the Maclean bill of 1918.

THE CIVILIAN

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THE CIVILIAN, P. O. Box 484, Ottawa.

Ottawa, May 24, 1918



THE NATIONAL DUTY.

WE MUST GO ON OR GO
UNDER.

—Lloyd-George.

OUR BOYS

Previously reported:

Dead	329
Wounded	465
Prisoners	21

DEAD

Flt. Lt. H. J. ARNOLD, D.S.O.
C.S.M. GEO. TYRRELL.
S. W. CORBETT.
A. W. R. MOXON.

WOUNDED

CAPT. A. W. BLACK, M.C.
A. HODGKINSON.
J. E. LAUZON.
M. MAISONNEUVE.

VICTORY IN SIGHT.

At the time of writing, the Civil Service Bill has passed the House of Commons, and thereby a milestone has been recorded on the hard and thorny

road of Canadian evolutionary Civil Service law, the importance of which few, perhaps none, of us at this time can fully appreciate.

The various forms of Idealism are each considered by their respective protagonists to be the universal panacea for all the ills of life. Some adherents of Henry George make this claim on behalf of Single Tax. Kenelm Chillingly believed that chastity was the means for attaining the "nearest approach to the angels." Idealistic civil servants declare that the abolition of Patronage is the supreme cure-all for Canada's political ills. They declare that the morale of the people and the morals of our public life will be improved 100 per cent, or 90 per cent, to quote Sir George Foster, who has out of his long experience extracted the data upon which to base his declaration that "99 per cent of the abuses of public life in Canada are due to Patronage."

So let it not be a subject for wonder that civil servants of the Idealistic cult accepted as a fetish the promise of the Union Government to bring the balance of Canada's public service under the Merit Commission.

At the present moment the bill has not become an act, but the Union Government has implemented the pledge made to the people by Sir Robert Borden. Students of public affairs readily understand the difficulties in the way of the Government in meeting and over-riding the opposition of the opponents of reform. All the more praise is therefore due to Sir Robert, to the Hon. Mr. Maclean and their colleagues, and the Government will be acclaimed by 50,000 voices for an act that will in years to come elevate the standards of the Government and of the people of Canada.

On this happy occasion we are not inclined to foster any alarms as to the good fortune awaiting the bill in the Upper Chamber. Nor is it meet or opportune at such a time of good cheer to refer to errors of omission

and commission that are admittedly involved in the bill as it stands. In the days of honeymoon, let us not anticipate the storms that may assail the life of our public service wedded to the maidenly and incorruptible virtues of the goddess of *Merit*.

While the Outside Division of the Service is mainly affected by the bill, we feel sure that the members of the Ottawa Service will join in a chorus of appreciation of a great event and shower their congratulations also upon the Prime Minister and his colleagues in the cabinet and upon all the members of Parliament who supported the great reform in the House of Commons.

SAVE.

Now is the time for the accumulation, in the hands of the people of Canada, of a great money reserve for use in the period of depression that will follow the close of the war.

In view of the prevailing high costs of the necessities of life, the accumulation of such a reserve at this time may appear to be a very difficult undertaking. So it is, and there are many who can take no part in the movement, but there are millions who can.

This reserve can be accumulated by two means: (1) abstinence from luxuries, and (2) the postponement of expenditure on necessities that are not imperatively immediate.

The first means needs no discussion. All but the reckless are already using it. The second means is one not so often thought of, yet it is one easily adaptable to almost any person, business or home. It consists in merely postponing until after the war the purchase of things that are desired now, but not of absolute immediate need. The new automobile, the new verandah, the new furniture, new chinaware, glassware, carpets,—and, to some extent, new clothing, are examples.

At the present time the cost of all these things—and many others that could be mentioned—is inordinately high, selection is restricted to small or old stocks, while quality, in some cases, is low. In short, the purchaser can't get the worth of his money. Also, such purchases involve the employment in the production of the goods of persons whose labor could be utilized to greater advantage in other lines of production.

When the war is over the country will be swamped with idle working people and idle factories. Then the person who has saved the money that could have been spent on things not immediately necessary will be able to do a genuine national service by spending all that he can reasonably afford. The manufacturer and the wage-earner will bless the money then put into circulation, while the spender will have a double reward in assisting his fellows and in getting a better value for his money.

It's all right to talk of "business as usual," but everyone knows that business, nor anything else, is "as usual" now, and everything will be less so after the war.

The ideal way for the saver to keep his reserve money is to put it into Dominion war savings securities. These are genuine "savers," the security is absolute, the term of investment is very short and the money will work for the country during the war and for the investor when the war is over.

Not all civil servants can participate in the accumulation of a money reserve—salary scales do not permit of that—but many can do so if they *will* to do it. "I am postponing my purchase until after the war" is a declaration of patriotism, as also is the praiseworthy assertion, "I'm doing without, as a war measure."

The permanent civil servant has a sure income, now and after the war. In the latter time its relative value will be, in some measure, restored to

its pre-war position. If he can save now—even a dollar a month—he should do so. If he can spend when the war is over he should, with equal wisdom, spend all that prudence permits. Thus can he “save and serve.”

Win the war.

Produce and save.

The balance of trade between Canada and the States is heavily against us—so heavily that our money is at 2% discount across the line. The only way to correct this is to buy less imported goods—and *no luxuries*.

The Civil Service Bill, No. 53, is comparable to a game-preservation law. No wonder the pot-hunters objected to it!

Two young Civil Service heroes are named in the casualty lists. Flt. Lieut. Arnold was one of the first of our boys to render distinguished service, and, had he lived to return to Canada, would have been accorded honors appropriate to his achievements. Lieut. B. W. Harmon has a long record of heroic deeds performed in the very teeth of the foe, and in spite of wounds and the deaths of his companions in peril. It is hoped that, though missing, he may yet be alive. Such men can ill be spared to the Empire, to Canada and to the Canadian Civil Service.

The editors of *The Civilian* send congratulations to the brave boys of the postal service in the Semi-Staff offices in the change of status of these offices to city post offices, as reported in the “Postal Journal” to-day. If Ottawa were not dry we would try to raise the money to send 29 bottles of champagne, one to each office and one to Mr. J. W. Green, who has so faithfully and so persistently represented the cause of the Semi-Staff. No better argument than this happy event could be advanced in support of or-

ganization of all branches and ranks of the Service.

DEPT. OF THE INTERIOR ORGANIZING AT CALGARY.

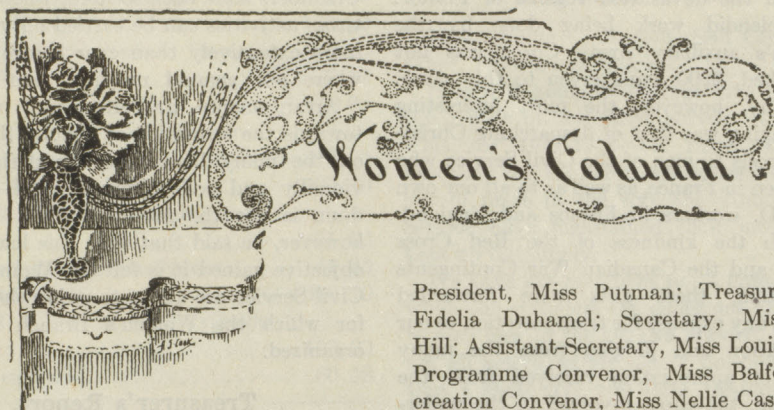
An enthusiastic meeting, attended by about fifty employees of the Department of the Interior (Lands, Irrigation and Forestry Branches), was held at Calgary on May 13th for the purpose of hearing the aims and objects of the Civil Service Federation and to decide upon the advisability of sending a delegate to Saskatoon to attend a conference of the members of the Interior Department in Alberta and Saskatchewan. Mr. Crockett, of the Lands Branch, acted as temporary Chairman and Mr. Venables of the Post Office was present to outline the work of the Federation.

The meeting decided to send Mr. Arnold of the Irrigation Department, to Saskatoon for the proposed conference and it is the intention of these Civil Servants to form a permanent organization upon the return of their delegate and to affiliate with the Civil Service Federation.

PRESIDENT TODD ILL.

All members of the service, both in Ottawa and elsewhere in Canada, will hear with the deepest regret of the illness of Mr. Walter Todd, president of both the C. S. Federation of Canada and the C. S. Association of Ottawa. Mr. Todd was taken suddenly ill in his office in the House of Commons last week and has been, and still is, under the doctor's care.

The devotion of Mr. Todd to the Civil Service cause is best exemplified by the fact that, though not in robust health, he undertook, under earnest solicitations, the presidency of the Federation, although holding a like position in the great Ottawa Association. The tasks involved in this dual capacity during the past five months were strenuous as well as momentous. Mr. Todd's earnest enthusiasm in the cause of good government and for the welfare of the personnel in the great organizations of which he is the head overcame physical and mental strains until Thursday, the 9th inst, when he became ill as stated. The service will await with keen interest the news of his rapid recovery to full vigor again.



Mrs. Plumptre on Registration.

The Women's Branch was extremely fortunate in having Mrs. Adelaide Plumptre, of the Canada Registration Board, deliver an address on Registration at the annual meeting, May 14th. Ever since the board was formed the question of registration has occupied a considerable space in the minds of our members and now that registration day is not very far off many questions regarding the project were waiting to be answered.

Mrs. Plumptre gave a clear and comprehensive outline of the reasons for registration and the results that it is hoped will accrue therefrom. The speaker gladly answered the many questions put and as a result every one carried away a huge fund of information that will be valuable in the next few weeks.

It is expected that many civil servants will volunteer to assist in the work on registration day.

Annual Meeting.

The annual meeting was unusually interesting this year. The work carried on by the Branch has increased greatly, as was shown by the various reports read. It is not possible to publish all the reports in this issue, but it is hoped to do so when space will permit.

One amendment to the constitution was passed, creating the office of second vice-president.

The officers for 1918-19 are as follows:

Past-President, Miss Edna Louise Inglis; President, Miss M. Tremblay; First Vice-President, Miss Lusignan; Second Vice-

President, Miss Putman; Treasurer, Miss Fidelia Duhamel; Secretary, Miss Hazel Hill; Assistant-Secretary, Miss Louise Usher; Programme Convenor, Miss Balfour; Recreation Convenor, Miss Nellie Casey.

Secretary's Report.

The secretary, Miss L. F. Crocker, reported as follows:—

Since our last annual meeting there have been held 6 general and 27 executive meetings, to 6 of which the Publicity and Advisory Board was called.

The Association has had for the past year a paid up membership of 272.

The plan adopted last year, whereby the different Departments of the Service took their turn in arranging the Programme for the meetings was continued, as was also the idea of having those meetings take the form of Red Cross Social Evenings, it being deemed wise to use every effort to establish and maintain all the interest possible in this good work.

In connection with the all important work of the Red Cross Committee it is once again the desire of your Executive to make special mention of the splendid work being done by this Committee and to extend most grateful thanks to the Convener and her faithful assistants who have given so unstintingly of their time and strength.

As the Emergency Fund is of such great interest it is hoped it may not be considered entirely out of order if the Treasurer's Report is trespassed upon and a few details of this branch of the work given. Besides the many smaller contributions made, a donation of \$100 was sent to Clarence House, where so much good has been done by Canadian women. The Navy League received a vote of \$150, while a contribution of \$200 was made towards the scheme for furnishing cottages which are being built by the French Govern-

ment in the devastated regions of France. The splendid work being done by the Women's auxiliary Army Corps was not overlooked, \$200 being given to this cause. To many, however, the most interesting undertaking was that of despatching Christmas parcels to men of the Civil Service who were then in France, as well as to all our own V. A. D. workers in France and England. Through the kindness of the Red Cross Society and the Canadian War Contingents Association, these gifts were forwarded without any expense for transportation to our organization and judging from the many letters of appreciation received from the recipients, the effort involved in the undertaking was quite worth while. 223 boxes were sent at a total cost of \$378.10.

Two sewing machines have been bought for the Red Cross Rooms at a cost of \$25.68 each.

The monthly grant of \$15 to the Welfare Bureau has also been kept up throughout the year.

\$150 was also voted to the Y.M.C.A. Red Triangle Fund.

At the time of the Exhibition different members of the Publicity and Advisory Board took charge of the Prisoners of War Booth in the evenings, others giving valuable assistance to the Women's Auxiliary of the Great War Veterans in their Booth.

Later on, under the convenorship of our President, the Candy Booth at the Italian Bazaar was most successfully undertaken.

The call for increased food production has also claimed attention of some of our members, who last summer cultivated the garden at the corner of Argyle and O'Connor Street so successfully that their garden won first place and also a silver cup in the garden competition.

As the reports of the various committees will be given by the convenors, it is not the intention to deal with them here. Special mention must, however, be made of the very arduous and successful work which has been performed this year by the Convenor of the Legislation Committee. For her most unselfish devotion to this work the Executive is more than grateful.

Lastly, your Executive has to report the realization of a home of our own. Through the generosity of the Department of Public Works, quarters in the Scottish Rite

Chambers have been secured, where our Red Cross activities can be carried on very much more extensively than ever before and also where our general meetings can be held.

Arrangements are also well underway towards the formation of a club. To enlarge on the many benefits to be derived individually and collectively through this medium is not the intention here. It may, however, be said that with this long desired objective gained it is felt the Women of the Civil Service are about to enjoy the benefits for which the Women's Branch was first organized.

Treasurer's Report.

The treasurer, Miss Winnifred Fairweather, reported as follows:

GENERAL FUND

Receipts

Balance on hand from 1916-1917..	\$ 8.14
Bank Interest.....	6.68
Membership fees.....	136.00
	<hr/>
	\$ 150.82

Disbursements

Local Council of Women.....	\$ 6.00
Stationery, stamps, printing, etc..	7.40
Expenses, Programme Committee..	34.48
Rent of Y.W.C.A. Hall.....	18.00
Donation to Club Fund for table and chairs.....	70.00
Balance on hand.....	14.94
	<hr/>
	\$ 150.82

EMERGENCY FUND

Receipts

Balance on hand from 1916-1917..	\$24.18
Transfer Red Cross Petty Cash...	5.95
Donation, McLaren St. Boys' Red Cross.....	1.05
Proceeds, Msaquerade Dance.....	169.25
Cont. from Main Assoc. towards Overseas Xmas Boxes.....	50.00
Donation from Messrs. Harold and Earl Armstrong.....	1.43
Contributions from departments..	1,382.72
	<hr/>
	\$1,634.58

Disbursements

Asst. Ottawa Welfare Bureau, 12 months.....	\$ 180.00
Maintenance Red Cross Rooms...	45.00
Donation Nursing Sister Campbell.	25.32

Box to Private Wittenberg.....	1.80
Clarence House.....	100.00
Gramophone and records, Ontario Military Hospital.....	35.42
Navy League of Canada.....	150.00
Cont. to fund for rehabilitation of devastated regions of France..	200.00
Cont. to fund for Waacs.....	200.00
Y.W.C.A. Overseas fund for games, etc.....	25.00
Purchase two sewing machines....	51.36
Overseas parcels.....	410.10
National Y.M.C.A. Red Triangle Fund.....	150.00
Balance on hand.....	60.58
	<hr/>
	\$1,634.58

TENNIS FUND

Receipts

Balance on hand, transferred by Treas. C.S. Tennis Club.....	\$48.04
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Disbursements

Balance on hand.....	\$48.04
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RECREATION FUND

Receipts

Balance on hand from 1916-1917..	\$11.51
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Disbursements

Balance on hand.....	\$11.51
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CLUB ROOM FUND

Receipts

Balance on hand from 1916-1917..	\$68.85
Cont. from Miss Tremblay, pro- ceeds French lessons.....	40.00
Membership fees.....	400.00
Donation from Mr. Warren Y. Soper.....	50.00
Donation from Mr. J. B. Hunter..	5.00
Donation from Women's Br. for table and chairs for stage....	70.00
Donation from Recreation Com- mittee, Bridge.....	59.50
	<hr/>
	\$693.35

Disbursements

Advertising, printing, etc.....	\$16.50
Balance on hand.....	676.85
	<hr/>
	\$693.35

(Sgd.) Winnie Fairweather,
Treasurer.

Examined and found correct.

(Sgd) E. W. Rogers,
M. C. Troy., *Auditors.*

Ottawa May 10, 1918.

Red Cross Report.

Miss Maude C. Russell, Red Cross Con-
venor, reported as follows:

It is with mingled feelings that I present the report of the Civil Service Red Cross Unit for 1917-1918—of regret that the necessity for the work continues so urgent, but of pride in the way the women of the Service have maintained their interest and kept up the supply.

We have 228 members, not a large number when one considers the enormous number of women now in the Ottawa Service, but they are all active, as the list of finished articles that I shall give you later testifies. That we have quality, too, as well as quantity is borne out by the fact that the sample shoes sent to Boston by the head Red Cross were the work of one of our members—Miss Putman. It is hardly fair to speak of one department more than another, but I should like to mention the 130 pairs of socks knitted by the Marine Department and the 77 pairs of pyjamas, as well as smaller articles, that the Geological Survey has to its credit.

Under Miss Reynolds' convenorship the work at the Canadian Club was continued with good results—the output of pyjamas being 255. Now that the club room project has given us so much better quarters it may not be necessary to continue this work, but whether we do or not I should like to express our appreciation to the Canadian Club, who made this possible for us.

After paying rent for two sewing machines for nearly four years the Executive Committee authorized me to buy the machines, so they are now our very own. These two, with the two kindly loaned to us for some time and the exceptionally nice one lent more recently by Miss Manchester, should surely enable us to turn out even more work in our new rooms.

To the Committee who have assisted me so faithfully all year, as well as to all the workers, I tender my sincere thanks and I thrust they will continue in the good work.

The following is the list of articles returned to the head Red Cross:—

Christmas stockings, 155; Handkerchiefs, 49 dozens, or 588; Helmet scarf, 1 (donated); Hospital shirts, 54; Pillowslips, 32 7/12 dozs; Personal property bags, 143; Polo scarf, 1 (donated); Pyjamas, 701; Pyjama cords, 134; Service shirts, 2; Socks, 1,244 (20 do-

nated); Stretcher caps, 58; Ties, 150; Towels, 335; Trench caps, 4 (2 donated); Ward shoes, 97; Wash cloths, 7 (donated); Wristlets 4, (2 donated).

M. C. Russell,
Convenor.

OUTSIDE SERVICE BONUS.

As *The Civilian* forms are being made up, the Supplementary Estimates for the year 1918-19 have been laid on the table of the House. A vote of \$3,000,000 is provided for bonus for the Outside Service, with a deduction of increases received since January 1st, 1917. The executive officers have undertaken to enquire of the Ministry if there is not a misprint of 1917 instead of 1918. As the vote reads at present its effect will be of little avail. The vote reads as follows:

Provisional allowance (except in the case of light-house keepers) for married men and for widowers and widows, with children, in the Outside Service, who are employed permanently and are giving their entire time to the public service, such allowance to be made on the following basis:

(a) To each such person in receipt of a salary at the rate of \$1,200 per annum or less, an allowance of \$150 less any permanent increase in salary given to such person since January 1st, 1917, provided, however, the total salary and allowance shall not in any case exceed \$1,300;

(b) To each such person in receipt of a salary at the rate of more than \$1,200 but not more than \$1,550 per annum, an allowance of \$100, less any permanent increase in salary given to such person since January 1st, 1917, provided, however, the total salary and allowance shall not in any case exceed \$1,600.

* * *

Note.—Since the above was put in type, Executive officers of the Federation acted with commendable alacrity and interviewed the Hon. A. K. Maclean and pointed out that deducting from the bonus, increases granted since January 1st, 1917, would vitiate the purpose for which the vote was intended by the Government.

Mr. Maclean was convinced by the representations made and it is believed at

this moment that he will accept the suggestion advanced by the Federation and change the date to January 1st, 1918. It is possible, in view of the Minister's expressed opinion, to make the value of the bonus as effective as possible that the date may be changed to April 1st, 1918. The Federation officers took the opportunity to put in a plea for a bonus on behalf of the Messengers of the Inside Service who have dependents and Mr. Maclean accepted the suggestion most sympathetically, as has been his habit in dealing with the service and it is hoped that an item will be incorporated in the \$3,000,000 vote for this much deserving class.

Wasting bread is a serious crime in Britain. Recently two Spanish seamen were sent to prison for six months at Newport, Monmouthshire, for throwing loaves of bread into the furnace of a ship. The captain was fined five thousand dollars, and the steward two hundred and fifty dollars, for permitting the act.



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MONTREAL, CANADA

Dominion Customs Association

These are busy times. The Civil Service Bill, the War Bonus, etc., were the cause of much anxiety and effort on the part of the Federation and the local representatives of the Outside Service. Several interviews were obtained with the Ministers who were in charge of matters in which we had a deep concern. The Bill is now passed, and possibly by the time this item is published it shall have gone through the Upper House and become law. The increase of the salary of the Outside Service, known as the War Bonus, will also have been dealt with. We know that something was accomplished as a result of the constant and pressing agitation, but are not aware as to the actual extent of the relief granted, but hope the Government has been just. We have made it very clear all along that no favors were asked nor expected. Fair remuneration for a fair day's work was the key note of our arguments and difficult one to combat. We acknowledge with pleasure the sympathetic and intelligent attention with which the members were received at their numerous interviews, and surprise was often expressed at the figures quoted, and the resultant conditions of the low salaries, and the high cost of living.

The members of the Outside Service residing in Ottawa will have reason to remember the session of Parliament of 1918. No such work was ever attempted, as was performed by the local representatives. For several months the impending Civil Service legislation occupied their leisure to the exclusion of all else. Consequently, when the Bill and its problems were before the House a cordial entente had been established, and much preparatory spade work done, and the result will tell whether the efforts were success-

full. Considerable educational work has been accomplished, and new light thrown in dark places in a manner that will be of permanent benefit. Press clippings received show the interest was kept up all over the country, some of the editorials, showing a knowledge and sympathy that is most encouraging, and had good effect.

Messrs R. Ferguson and F. Somers, of Toronto, were in Ottawa for a couple of days recently, and did valiant work in connection with matters that required attention in the Service.

Mr. B. C. McCann, of London, received word recently that his son, who was reported missing some time ago while his squadron had returned from a flying raid over the German lines, has been reported as a prisoner in Prussia.

Mr. M. Schiedel, Collector of Customs, Kitchener, was a visitor in Ottawa recently, and called on the Secretary treasurer.

Officers passing through Ottawa, or on business, are welcome callers, if time permits, and information is sometimes exchanged of interest and value to both parties.

The condensed report of the first general meeting of the D. C. A., together with copies of the Memorial presented to the Government requesting a flat increase (in the way of a bonus) of salary for the Outside Service, are now in the hands of the secretaries of the affiliated Associations of the Dominion Customs Association. Copies of the Constitution of the D.C.A. are also included. If any port has not been supplied with the above, a request through the secretary will receive prompt attention. Some of the business done at the meeting will prove of considerable interest, and all members are invited to peruse the report, surplus

copies having been supplied the secretaries.

In connection with the report above mentioned, attention is drawn to the special committee appointed to deal with the problems of the Service. A special committee of each Association should be appointed to look into the conditions of its Port and forward recommendations regarding same for the consideration of this committee, whose duty shall be to consider them. This is important.

Halifax Branch.

There was a double presentation at a gathering of the Halifax customs staff on Tuesday, the 7th inst. William Gleeson, president of the Halifax Customs Association, presided and first called upon Collector Mitchell to make a presentation on behalf of the members of the Association to W. C. Acker, who for the past ten years has been connected with the inspection branch of the

customs department here and who was about to leave for Ottawa to join the customs headquarters inspection staff.

In a most suitable and timely address, the collector, after referring to Mr. Acker's good work in the department here, made the presentation to him of a handsome travelling bag.

Mr. Acker, in voicing his appreciation of the gift and the kindly wishes, said the latter were fully appreciated and his pleasant fraternal association in the Halifax Department would ever remain green in his memory.

The chairman then requested the collector to make another presentation, to Landing Waiter A. G. Lovett, which he did most acceptably in a complimentary speech, the gift being a fine travelling bag. The address accompanying the gift was as follows:

Halifax, May 7.

Mr. A. G. Lovett, Landing Waiter,
Halifax Customs.

Dear Sir:—The valuable services rendered our Customs Association by you from time



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to time have had us deeply appreciate your untiring efforts in our behalf.

We know that the benefits received by us can be traced and credited to your knowledge of our wants, and the forceful manner in which you presented them on your many visits to Ottawa as representative of the Nova Scotia Customs Association.

We, therefore, ask that you accept this small token of our esteem and hope that you may be spared many years to make full use of it.

Signed on behalf of the Nova Scotia Customs Association.

(Sgd.) W. Gleeson, *president*.

(Sgd.) W. M. MacDougall, *secretary*.

In the course of his presentation speech the Collector made reference to the good work for the N. S. Association by Mr. Lovett at his attendances of the Dominion Customs Officers Association Convention at Ottawa.

Mr. Lovett acknowledged the gift in a suitable speech and expressed his pleasure that his humble efforts had been so satisfactory to his associates in the Department.

A pleasant hour was spent in music and story after the presentations.

Winnipeg.

The results of the appeal for funds for our Halifax Officers has proved satisfactory. A Whist Drive and Dance held in the Royal Alexandra Hotel last February under the auspices of the Customs, Railway Mail Clerks and Postal Clerks Associations netted \$95.75, and the subscription lists issued to each department of this Association will bring the total up to \$150.00. A cheque for this amount will be forwarded to Mr. Gleason, V.P. for Halifax of the D.C.A. A joint meeting of the Customs, Postal, Railway Mail Clerks, Letter Carriers and Public Works Associations was held recently and a Resolution asking for a War Bonus was framed and forwarded to Mr. Burns, Secretary-Treasurer of the Dominion Customs Association. We are informed by Mr. Burns that this Resolution has been placed in the hands of the Committee on Legislation. Your Executive also forwarded a Resolution to the D.C.A. asking that Returned Soldiers who had not participated in the general increase since their departure, and who have now resumed their duties, be now given such increase.

This Bulletin will be issued each month after our regular meeting to all Ports in Manitoba, who are kindly asked to pass along to out-ports under them. All out-ports under Winnipeg will be notified from this Port.

At our regular meeting held on April 1st 25 members were present. Correspondence was received from the Secretary of D.C.A. asking if we were in favour of sending a Delegate to Ottawa at the present time. Our Members did not feel that we are in a position to bear the financial strain, and rely on our representatives on the ground to place our ideas before the meeting.

* * *

W. Davis, of this port, who enlisted September 1, 1916, and went overseas with a Forestry Battalion, is home on leave.

The members of this association are arranging for a Customs picnic on June 13. The intention is to charter a boat and have the picnic and sports at some such place as Seaside Park.

At our last meeting provision was made for a special Legislation Committee of four from each department to be in readiness to act with the association executive at Ottawa.

Lance Corporal R. C. Marshall paid the boys of the Long Room a visit to-day. He enlisted January 20, 1916, with the 72nd Seaforth Highlanders, and has been in some severe fighting. Badly wounded at the battle of Courcellette, he spent 18 months in the hospital, being operated on several times, but is now fortunately able to get about with only the aid of a cane.

Both Private Davis and L.-Corporal Marshall were on the staff of the Long Room of the Customs before enlisting.

Vancouver.

Vancouver Branch held its regular meeting on April 29th in the Labour Temple with a good attendance. A number of members of Associations of other Branches of the Civil Service were present and a very pleasant time was spent in exchanging views, etc. Among those present were: Mr. A. McConkey, Post Office; Messrs. J. C. Wright, E. S. Burns, and J. Sargison, Public Works; H. E. Warburton, Assay Office; Mrs. E. J. Cooper, Immigration. A capital address by Mr. Wright, president of the Dominion of Canada Civil Servants Association, was a feature

of the evening. Letters of regret from Nanaimo and Victoria were received.

* * *

NOTE.—A preventive officer at a Western port desires to arrange a transfer with an officer of similar rank in British Columbia, preferably Victoria or Vancouver. Address confidentially:— Preventive Officer,

care T. H. Burns,
P.O. Box 253, Ottawa, Ont.

ONLY WAY TO ABOLISH EVILS OF PATRONAGE SYSTEM.

In so far as Canada's life is cursed and corrupted by the patronage system, the curse and corruption does not originate chiefly in the DESIRE OF MEMBERS OF PARLIAMENT TO GET JOBS FOR THEIR FRIENDS.

The curse and corruption of Canada's public life does chiefly originate in the DESIRE OF MEMBERS OF PARLIAMENT TO GET JOBS FOR THEMSELVES.

Chase the job-hunters out of Parliament and this country will have a nobler sort of public life, and a regenerated House of Commons. Leave the job-hunters in Parliament and the country will have the same old sort of public life and the same old servile House of Commons. Civil service reform as administered by commissioners who are placed in power, not by merit but by the patronage of Sir Robert Borden's special favor, is a whited sepulchre. The root, trunk and branches of the patronage system are represented by the usage that sends men to Ottawa, not to represent the ideals of their country, but to represent the appetites of their own greed for judgeships, senatorships, commissionerships or some other prize in the gift of a Premier. The abuses that will be removed by the counterfeit abolition of the patronage system are so many leaves blown from the upas tree of Canadian politics by the wind of sham reform. So long as members of Parliament are free to go to Ottawa to cringe and crawl to leaders who can give them senatorships, judgeships, commissionerships or other salaried positions, so long the upas tree of the patronage system will flourish like its green bay contemporary.

—Telegram, Toronto.

PERSONALS.

Florence Augusta, daughter of W. H. Sproule of the Customs, was married on May 9th to Capt. N. W. Weir, C.A.D.C.

Dr. T. B. Flint was presented by the staff of the Commons with an electric clock on his retirement from the clerkship.

Wm. G. Smith, son of William Smith, I.S.O., was married on May 7th to Lily, daughter of Mr. and Mrs. Wm. McGiffin.

Lieut. Charles G. Higman, R.N.V.R., son of Mr. and Mrs. Ormond Higman, was married on April 12th in St. Margaret's, Westminster, Eng., to Myrtle Irene Lackie, nursing sister in the C.A.M.C.

OBITUARY.

Anne Ratchford, wife of Alfred G. Kingston, died on May 7th.

Thomas Corcoran of the Customs, Montreal, died suddenly on May 16th while on duty. He was 73 years of age.

Richard Sloggett of the Customs, Niagara Falls, died last week. He was a prominent Freemason.

W. J. Paquette of Public Works, died on May 12th.

Wm. B. Rogers, postmaster of Toronto, dropped dead of heart failure at the home of his sister in that city on the evening of May 17th. He was in his sixty-sixth year and had been postmaster since 1908. Before his appointment he was prominent in the commercial life of the Queen City. He leaves a son and a daughter.

CHASE THE JOB HUNTERS OUT OF HOUSE OF COMMONS.

Civil service reform is a sham and a fraud and hypocrisy so long as members of Parliament can be appointed to senatorships, judgeships or other high places of public employment.

The Hamilton Herald greeted the suggestion that members of Parliament should not be eligible for appointment to public office until five years after they ceased to be members of Parliament with chuckles that resembled the outbursts of meriment mentioned in Holy Writ:

"As the crackling of thorns under a pot,
so is the laughter of fools."

Telegram, Toronto.

CORRESPONDENCE.

Cheap Labour.

Editors, *The Civilian*

It is some time since I wrote a word or two, but the reason is fully apparent to those of us who have garden plots in which we are trying to win a bet as to whether we or the twitch grass wins the crop.

And along this line comes the thought why? why are these garden plots necessary, especially for men with *Government positions*. They can afford to live easy. These are things we have all heard at different times, and what a mockery it sounds to those who are in those *easy positions*.

Then again we notice the loud applause of the faithful when the notice is sprung that we are to have an improvement in the workings of the Civil Service. The idea is alright more power to it, *but* would a Contractor get the cheapest labour in the land or pay the lowest wages if King George asked him to build him a Castle. I think not. Well, how does the Government expect to get, or even retains good service when they won't attempt to keep up with the existing *cost* of living and the elevated standard of good wages. You will notice I say *cost*, we are not even asking for a chance to get any of the large profits being made just now, we are asking for just enough to meet our liabilities; and yet the Powers That Be, while doing a great work along lines the result of which is expected to have a great effect on the future of the Civil Service and the country generally, seems to me to be losing sight of one of the essential units necessary to produce that result, viz:—trained men.

What chance would we have of beating Germany if we didn't have trained men. The same applies anywhere, but, how do the large Factories and Corporations go about gathering these trained men and then *retaining* them. If we read the papers we are bound to see such things as shorter hours, special bonuses, by request of the men? No, by the voluntary methods of far-seeing shrewd business men on the look out to improve their business and make it the foremost in efficiency in Canada.

ALLAN D. ROBERTSON.

Brantford, Ont., May 18th, 1918.

CIVIL PAY RESTORED IN C.E.F.

At the morning sitting of the House of Commons, Hon. N. W. Rowell read an Order-in-Council passed by the Government on May 21, embodying its decision with regard to the pay of civil servants now enlisted in the overseas forces of Canada. The President of the Privy Council stated that those civil servants who enlisted early in the war were granted both civil and military pay. Later on an Order-in-Council had been passed providing that civil servants enlisting thereafter should receive whichever was the larger of the two. Finally a further Order-in-Council, when the Military Service Act came into force, decreeing that they should receive only military pay, had been passed.

Mr. Rowell stated that owing to the large expenditure which double pay involved, the Government, in April last, had passed the Order-in-Council providing that after June 30th following, civil servants had received only military pay. Since the opening of the session the general consensus of opinion among members of the House appeared to be that the Government should continue the provisions of the former orders-in-council.

The new Order-in-Council passed repeals that of April last and confirms the prior ones with respect to all civil servants, except those stationed in Canada and those in the United Kingdom who are not in hospital or in training battalions to go to the front, or who have not served a year at the front and are still required for military duty in England.

The net result of the new Order-in-Council is that civil servants doing bona fide fighting at the front, or who have fought, been wounded, and are undergoing treatment in Great Britain, or who have fought for at least a year and are now required for military duty in England will continue to receive the pay which they have hitherto received.

The New B. C. Act.

A decision has practically been arrived at to put the new British Columbia Civil Service Act into operation next June 1, and it is expected that an announcement will be made appointing A. N. Mouat, Comptroller-General, to be Civil Service Commissioner.

THE POSTAL JOURNAL

Edited under the auspices of the Postal Clerks' Association of the Dominion of Canada.

VOL. III.

MAY 24, 1918.

No. 10

RECENT LEGISLATION.

It will be good news for 1st class clerks east of the Great Lakes to learn that the Hon. C. J. Doherty has made provision for extending the provisional allowance of last year to them, as evidenced by the following item in the Supplementary Estimates for the year 1917-18:

"To provide for the payment of a provisional allowance to employees in the Province of Ontario (except at Sault Ste. Marie, Fort William and Port Arthur), in the Province of Quebec, and in the Maritime Provinces at the rate of \$100 a year each to those whose salaries are \$1,700 a year, and at the rate of \$80 a year each to those whose salaries are \$1,800 a year."

This removes an unintentional anomaly that was created by the vote of last year which was brought to the attention of the Acting Postmaster General by the delegates from the postal service who recently waited on the Government at Ottawa with reference to the war bonus.

Another item of interest to postal clerks which may be overlooked apropos of the passing of the new Civil Service Act affects all third class clerks in city post offices who have not passed the qualifying examination. The passage of this act gives the Post Office Department power—subject to the approval of the C. S. Commission—to promote such men to the second class, which in effect increases their maximum by \$400.00.

This is an act of justice which the efficient members of this class will very much appreciate.

HERE AND THERE.

The membership of the Association continues to increase to such an extent as to give rise to the question of proportional repre-

sentation at conventions. In years past it has been difficult enough for small branches to be represented at "Parliament," and since the Association became Dominion wide, a condition born of necessity, there is an element of danger that these small branches will suffer severely by the fact that the place of Convention varies. They have been loyal to the Association and it is highly important that they have proper voice in its affairs. Financial assistance should be afforded them to make Convention fully representative. In this regard opportunity lies at the door of larger branches to apply the high principle of fraternity: "Each for All and All for Each."

The attention of certain branches cannot be too directly drawn to their obligation to pay overdue subscriptions to the *Civilian*, and we hope the branches who are in arrears will not hesitate to pay the overdue amounts, which have doubtless arisen through oversight.

The questions of affiliation with the Trades and Labour Congress and the Great War Veterans Association, will be discussed at the Toronto Convention.

NEW CITY POST OFFICES

The Supplementary Estimates for the year 1918-19 provide \$310,000 for constituting a number of city post offices. The item reads as follows:

POST OFFICE—OUTSIDE SERVICE.

To provide for the salaries of the Postmaster and staff of the following post offices, the salaries may be readjusted and appointments made notwithstanding anything in that portion of the Civil Service Act affecting the Outside Postal Service, or the Post Office Act—Sydney, Truro, Amherst, Moncton, St. Hyacinthe, Three Rivers, Corn-

wall, Brockville, Smith's Falls, Belleville, Lindsay, Niagara Falls, St. Catharines, Woodstock, St. Thomas, Chatham, Sarnia, Collingwood, Owen Sound, North Bay, Sault Ste. Marie, Port Arthur, Fort William, Portage la Prairie, Prince Albert, Strathcona, Lethbridge, Medicine Hat, Nanaimo.

THE SPANISH POSTAL STRIKE.

London Times

The Madrid correspondent of the *Times* has told an interesting story of the now famous Spanish strike, which culminated in a victory for the postal unions.

The disorganisation of the telegraph system made the daily transmission of news impossible, so I may give a brief account of what has been happening. On March 19 Senôr Garcia Prieto and his colleagues resigned for the third time within a fortnight. This time the resignation was irrevocable, and it brought to an inglorious end the inglorious career of a Government which, if it has done nothing else, has brought the country a stage further on the road to disorganisation and revolutionary strife. The high-handed action of Senôr La Cierva, described in a former dispatch, was the immediate cause of the final crisis; but behind that lay, I understand, a very real apprehension in high quarters of an internal commotion of the very gravest kind, and an exercise of pressure on La Cierva to make terms with the juntas of the telegraph and postal employees, and so bring to an end the chaotic condition to which the country had been reduced.

It appears that the military *coup d'état*, like so many things in Spanish public life, had not been sufficiently thought out, and was based on an imperfect grasp of elementary facts. It will be remembered that the employes of the telegraph service, who have long, and in vain, been clamouring for certain not very costly reforms, having seen the army, by means of its juntas, successfully "hold up" the Government to the tune of some £3,000,000, naturally decided to try the same method. Juntas were formed on the army principle, and an ultimatum was delivered to the Ministry in the approved manner of political blackmail, demanding a sum of £150,000 within 24 hours. Senôr La Cierva, however, was far from being of the

opinion that what was justice for soldiers was also justice for telegraphists. He determined to make a stand. The chief of the military staff consulted by him assured him that in the event of the telegraph and postal employees being locked out the army could take over these services and run them quite adequately. In that belief the bold action of last week was taken. The telegraph offices were occupied by the military. The regular employees were forbidden to enter the premises, and were told that their service was dissolved.

Only then was it discovered that a knowledge of field telegraphy and of the Morse system was far from being the equivalent of a training in the use of Hughes or Baudôt transmitters. The soldiers were helpless. In the telegraph instrument room, which when I saw it was in charge of a cavalry officer, the machines stood idle, except for such as were surrounded by knots of soldiers fumbling with the keys, changing switches, making experiments, and vainly trying to elicit coherent responses from their equally ignorant comrades-in-arms at Toledo or Burgos. Paris, on being called up in Morse, refused to respond, except by a brief message of sympathy with the ousted telegraphists. A few official telegrams were got through to various parts of the country with much difficulty and delay; but the total number of messages dealt with even in the Madrid central office was not one-hundredth part of the number handled daily by the regular staff. So far as the public is concerned, the telegraph service was suspended throughout the country.

In the meantime exactly the same thing had happened in the Post Office (which in Spain is quite a separate department from the Telegraphs). Their juntas, like those of the telegraphists, were dissolved by Royal Decree, and the employees were replaced by soldiers. Mail bags have a way of accumulating with terrible rapidity if their contents are not sorted and disposed of; and when the military sorters were started on their new duties it was found that many of them were unable to read; and that barrack life and squad drill do not make for that highly developed co-ordination of eye and brain and hand that is taken as a matter of course by the expert workers who handle correspondence all over the world. It is quite possible

also that the Spanish soldiers had no great liking for the movement in which they were employed, and were not anxious to become too expert. In any case, the result may be imagined. At the present moment the central post offices, not only in Madrid but in every town in Spain, are scenes of hopeless confusion; mail bags are piled everywhere; in Madrid the very streets are blocked with them; and—short of burning the accumulated stacks and starting afresh as it were with a clean slate—this chaos seems likely to continue.

Following the postal and telegraphic workers, the employees of the Ministry of Hacienda (Finance) went on strike three days ago, and were joined yesterday by their colleagues in the Ministries of Trade and

Home Affairs. If the political crisis had continued it is almost certain that the railway employees would have come out, and complete anarchy would have followed. That, happily, has been averted, and it remains for the new Government seriously to begin to set the political and social house in order; for the situation is not one that can be played with any longer. They will go to the Cortes with a programme modest enough in its pretensions to offer almost infinite scope to men who desire to make patriotic use of their opportunity. The official programme is: Reforms in the procedure of the Chambers; discussion of Army Reforms; extensive amnesty for political offences; and the preparation of the 1918 Budget.

A CIVIL SERVICE REFORM LEAGUE FOR CANADA.

A very hopeful development arising out of the recent publicity given to political patronage is the fact that influences outside the public service have entered into the fight for merit. The press has exerted its wonderful influence in the recent episodes connected with the abolition of patronage and civil servants appreciate the good work of that great agency for moulding public opinion. We have, however, a new force in the person of Professor Geo. M. Wrong, of Toronto University. Professor Wrong has appraised the patronage evil to be a national menace, and has written and spoken much on the subject recently. One statement he made was to the effect that on account of patronage the Government has been losing \$25,000,000 a year.

Professor Wrong is still further proving the inflexible sincerity of his public spirit by announcing his intention to found a Civil Service Reform League on the lines of a similar league in the United States. The news of this movement requires only to be announced in order to receive the hearty endorsement of the Service as a whole, and especially that of the Service organizations.

The Secretary of the Civil Service Federation of Canada was instructed to write Professor Wrong in order to compliment him upon his work in the interest of a Canadian Civil Service founded upon merit and efficiency. In reply to this letter the Secretary

received the following reply:

467 Jarvis Street, Toronto,
March 18, 1918.

Dear Sir,—

Pray accept my thanks for your letter of March 14th. We are going to keep hammering away at the patronage system. We are about to form a society here with a paid secretary who will watch the doings of the various governments in Canada with a view to keeping public opinion aroused in regard to abuses. We expect to have Mr. Keyes, of the Civil Service League of the United States to address us at a meeting for organization. Our society will have in view patronage in respect to contracts as well as appointments.

Yours very truly,
GEORGE M. WRONG.

F. Grierson, Esq.,
Secy. C. S. Federation of Canada,
Ottawa.

GROWING RAPIDLY.

Thirty members have been added to the Civil Service Mutual Benefit Society in the past four months. Wider publicity of the organization's benefits has attracted an increased number of applications for membership.

Last year's officers are all re-elected, viz.:—A. G. Kingston, president, W. J. Lynch, I.S.O. (Patent Office), secretary and A. W. Grant, treasurer. The application and Beneficiary Committee is composed of the President and Messrs. J. J. McGill and G. Emond.

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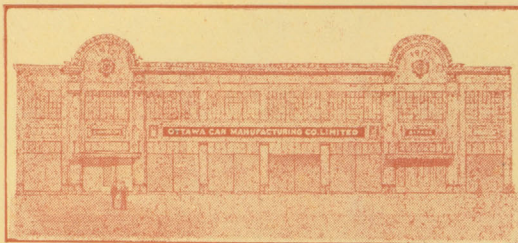
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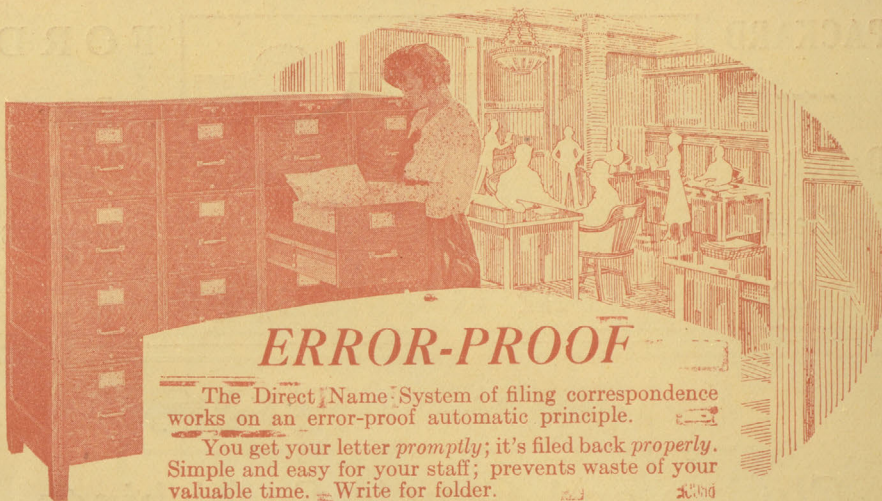
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